

Information & Education RFA Application Review Tool
Section E: Applicant Capability (3 page maximum, assigned weight of 15%)

Element	Missing (0)	Rating (0-4)	Outstanding Response (4)
Agency history/ services/ and Participant profile Pg. 48	<ul style="list-style-type: none"> Did not discuss agency history. Did not indicate the date agency was established and its mission. Did not explain services currently offered. Did not address number of participants served and did not provide participant profile. 	0 1 2 3 4	<ul style="list-style-type: none"> Fully and clearly discusses agency history. Indicates date agency established and mission. Fully explains services currently offered. Indicates how many participants are served annually and describes participant profile and is consistent to service needs of the target population.
Applicant capability/resources Pg. 48-49	<ul style="list-style-type: none"> Did not describe capability to ensure timely start-up and implementation of the proposed project. Did not describe how the proposed project will be incorporated into the organizational structure. Did not attach organizational chart. Did not clearly indicate the placement of the proposed project. 	0 1 2 3 4	<ul style="list-style-type: none"> Fully describes capability to ensure timely start-up and implementation of the proposed project. Fully describes how the proposed project will be incorporated into the organizational structure. Attaches organizational chart (in attachment section of application) clearly indicating the placement of the proposed project.
Length of time involved with these issues Pt. 49	<ul style="list-style-type: none"> Did not explain how long the applicant has been involved with issues pertinent to adolescents and young adults at risk of unintended pregnancy and absentee fatherhood. 	0 1 2 3 4	<ul style="list-style-type: none"> Fully explains how long the applicant has been involved with issues pertinent to adolescents and young adults at risk of unintended pregnancy and absentee fatherhood.
Needs of population Pg. 49	<ul style="list-style-type: none"> Did not describe the applicant's ability to access the service needs of the target population(s) related to the proposed project. Did not describe the applicant's ability to address cultural aspects of the target population. 	0 1 2 3 4	<ul style="list-style-type: none"> Has outstanding knowledge and fully describes and demonstrate the applicant's ability to access the service needs of the target population(s) related to the proposed project. Has resources and the ability to describe and demonstrate the applicant's ability to address cultural aspects of the target population.
Project description (if currently or previously funded) Pg. 49	<ul style="list-style-type: none"> Did not describe the currently of previously state funded project. Did not indicate successes in achieving objectives and its experience in complying with current state funded project requirements. 	0 1 2 3 4 NA	<ul style="list-style-type: none"> Briefly describes the project if currently or previously funded by OFP as a lead agency or as a subcontractor. Clearly indicates successes in achieving project's stated objectives and its experience in complying with grant requirements.
Job duty statements Pg. 49	<ul style="list-style-type: none"> Did not attach job duty statements for key project staff positions listed in the project budget under personnel. Duty statements do not address minimum qualifications for each position in terms of knowledge, experience, and education or are not included. Did not attach resumes for all staff already in place. 	0 1 2 3 4	<ul style="list-style-type: none"> Attached job duty statements for all key project staff positions listed in the project budget under personnel. All duty statements include the minimum qualifications for each position in terms of knowledge, experience, and education. Resumes for all staff already in place are in the attachment section of the application.
Financial ability Pg. 49	<ul style="list-style-type: none"> Did not describe agency's financial ability to conduct this project. <p>Did not indicate how the applicant agency is financially prepared to operate a project.</p>	0 1 2 3 4	<ul style="list-style-type: none"> Fully describes and demonstrate superior administrative and financial ability to conduct this project. <p>Indicates how the applicant agency is prepared to financially operate a project.</p>

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Frequency/type of audits Pg. 49	<ul style="list-style-type: none"> • Did not indicate frequency of audits • Did not describe applicant's auditing history in the past three years • Did not describe types of audits, date of last audit, and a summary of major findings from the last audit. 	0 1 2 3 4	<ul style="list-style-type: none"> • Describes applicant's auditing history in the past three years • Indicates frequency of audits. • Fully describes types of audits, date of last audit, and a summary of major findings from the last audit.
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How to Rate the Application:	
• Add and total your Rate (raw Rate) for the element that apply:	_____
• Divide by the total number of elements or rows assessed	_____
• Quotient:	_____
• If average total weight for section is 2 and above: Give Full weight for section	_____ %
• If average total weight for section is below 2: Give 0 weight for section	_____ %
• Check off Appropriate Section Review Transfer Weight for the section on the Review Tool Summary Sheet	<input type="checkbox"/> Adequate <input type="checkbox"/> Inadequate

Information & Education RFA Application Review Tool
Section F: Community Collaboration (4 page maximum, assigned weight of 10%)

Element	Missing (0)	Rating (0-4)	Outstanding Response (4)
Collaborative member involvement Pg. 50	<ul style="list-style-type: none"> Did not describe how collaborative members were involved in development of application. Did not (if appropriate) indicate FPACT providers and referral mechanism to be used for client referral. Did not (if appropriate) Indicate AFLP/Sibling Programs participation. 	0 1 2 3 4	<ul style="list-style-type: none"> Thoroughly and clearly describes how collaborative members were involved in development of application. Indicates and clearly describes FPACT providers and referral mechanism to be used for client referral. Addresses and clearly describes AFLP/Sibling Programs participation or non-participation.
Collaborative background information Pg. 50	<ul style="list-style-type: none"> Did not provide background information on the collaborative. Did not provide mission statement of collaborative. Did not describe structure of collaborative. Did not describe past and current activities and accomplishments of collaborative. 	0 1 2 3 4	<ul style="list-style-type: none"> Clearly and thoroughly describes the background information on the collaborative. Provides mission statement of collaborative that are appropriate with teen pregnancy prevention goals. Describes and clearly outlines the structure of collaborative. Clearly describes past and current activities and accomplishments of collaborative that appropriate to teen pregnancy prevention goals.
Collaborative structure Pg. 50	<ul style="list-style-type: none"> Did not describe communication system/meeting structure of collaborative. Did not describe how collaborative provides ongoing input in the development, implementation and evaluation of the project. 	0 1 2 3 4	<ul style="list-style-type: none"> Demonstrates superior ability to communicate. Clearly and thoroughly describes communication system/meeting structure of collaborative. Clearly and thoroughly describes how collaborative provides ongoing input in the development, implementation and evaluation of the project.
Responsible staff Pg. 50	<ul style="list-style-type: none"> Did not indicate a staff position who has lead responsibility for supporting the collaborative structure. Did not describe his/her duties. 	0 1 2 3 4	<ul style="list-style-type: none"> Indicates staff position who has the lead responsibility for supporting the collaborative structure. Clearly and thoroughly describes his/her duties.
Project Collaborative Roster Pg. 50	<ul style="list-style-type: none"> Did not submit Attachment V, Project Collaborative Roster Form listing the name of each collaborator and did not complete all information requested. 	0 1 2 3 4	<ul style="list-style-type: none"> Submits a complete and comprehensive Attachment V, Project Collaborative Roster Form listing the name of each collaborator and completes all information requested.
Letter of commitment/MOU's for subcontractors Pg. 50	<ul style="list-style-type: none"> Did not attach Letters of Commitment or MOUs from each proposed subcontractor. Letters or memos do not indicate the specific responsibility and services to be provided by the subcontracting agency. 	0 1 2 3 4	<ul style="list-style-type: none"> Attached all Letters of Commitment or MOUs from each proposed subcontractor. All letters or memos indicate the specific responsibility and services to be provided by the subcontracting agency.
School Agreement Form Pg. 51	<ul style="list-style-type: none"> Did not complete Attachment VI, School Agreement Form for each school district or school that will be in the proposed project. 	0 1 2 3 4	<ul style="list-style-type: none"> Completed Attachment VI, School Agreement Form for each school district or school that will be in the proposed project.

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- If average total weight for section is below 2: Give 0 weight for section
- Check off Appropriate Section Review

_____ %

_____ %

☐ Adequate

☐ Inadequate

Transfer Weight for the section on the Review Tool Summary Sheet

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Section G: Clinical Linkages (3 page maximum, assigned weight of 10%)

Element	Missing (0)	Rating (0-4)	Outstanding Response (4)
Inclusion of Family PACT Pg. 51	<ul style="list-style-type: none"> Did not document how a Family PACT provider or the development of the application. 	0 1 2 3 4	<ul style="list-style-type: none"> Documented and described how a Family PACT provider was involved in the development of the application.
Documentation of established referral linkages Pg. 51	<ul style="list-style-type: none"> Did not attach a letter of commitment from a Family PACT provider(s) from each provider committed to the I&E program. Did not list on the Collaborative Roster the name of each Family PACT provider and their address. 	0 1 2 3 4	<ul style="list-style-type: none"> Attached a letter of commitment from a Family PACT provider(s) from each provider committed to the I&E program. Lists on the Collaborative Roster the name of each Family PACT provider and their address.
Referral System Pg. 51	<ul style="list-style-type: none"> Did not describe how the referral to clinical services is anticipated to operate. Did not describe the communication system used to ensure that the Family PACT provider will provide on going input in the referral system. Did identify the staff person responsible for the referral system. 	0 1 2 3 4	<ul style="list-style-type: none"> Fully describes and demonstrates how the referral to clinical services is anticipated to operate. Fully describes the communication system and demonstrates use to ensure that the Family PACT provider will provide on going input in the referral system. Indicates the staff person responsible for the referral system.

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- If average total weight for section is below 2: Give 0 weight for section

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Section G: Community Needs Assessment (3 page maximum, assigned weight of 15%)

Element	Missing (0)	Rating (0-4)	Outstanding Response (4)
Table/Prevalence Pg. 51	<ul style="list-style-type: none"> Did not provide needs assessment table Did not provide data on the prevalence of teen and unintended births, teen parents, and absentee fathers in the community to be served. 	0 1 2 3 4	<ul style="list-style-type: none"> Provided Needs assessment table Provides current and appropriate data on the prevalence of teen and unintended births, teen parents, and absentee fathers in the community to be served.
Target Population Pg. 52	<ul style="list-style-type: none"> Did not describe the characteristics of the target population(s) to be served. Did not describe the conditions that put target population at high risk for pregnancy and parenting. 	0 1 2 3 4	<ul style="list-style-type: none"> Clearly and thoroughly describes the characteristics of the target population(s) to be served. Clearly and thoroughly describes the conditions that may put target population at high risk for pregnancy and parenting.
Current TPP Projects in community and Project Supplementation/ Enhancement Pg 52	<ul style="list-style-type: none"> Did not describe current teen pregnancy and absentee fatherhood prevention projects and health services in the community. Did not explain how the proposed project will supplement services and enhance a comprehensive approach. 	0 1 2 3 4	<ul style="list-style-type: none"> Clearly and thoroughly describes current teen pregnancy and absentee fatherhood prevention projects and health services in the community. Explains clearly how the proposed project will supplement services and enhance a more comprehensive approach.
Gaps and Effort of Improvement Pg. 52	<ul style="list-style-type: none"> Did not describe existing gap and/or efforts in need of improvement that will be addressed by the proposed project 	0 1 2 3 4	<ul style="list-style-type: none"> Clearly and thoroughly describes existing gap and/or efforts in need of improvement that will be addressed by the proposed project.
Attitudes, beliefs and values Pg. 52	<ul style="list-style-type: none"> Did not describe attitudes, beliefs and values on the causes, consequences and solutions to teen and unintended pregnancy and absentee fatherhood. 	0 1 2 3 4	<ul style="list-style-type: none"> Clearly and thoroughly describes attitudes, beliefs and values on the causes, consequences and solutions to teen and unintended pregnancy and absentee fatherhood.
Project Support/Obstacles Pg. 52	<ul style="list-style-type: none"> Did not describe and/or identify the assets, resources, and opportunities that exist in the community for supporting the implementation of the proposed project. Did not describe the obstacles that are anticipated while implementing the project and what will be done to overcome them. 	0 1 2 3 4	<ul style="list-style-type: none"> Clearly and thoroughly describes and identifies assets, resources, and opportunities that exist in the community to support the implementation of the project. Clearly and thoroughly describes obstacles anticipated while implementing the project and how to overcome them.
Demonstration of Need Pg. 52	<ul style="list-style-type: none"> Did not demonstrate that the program goals, design and activities proposed are appropriate for the target population. 	0 1 2 3 4	<ul style="list-style-type: none"> Clearly demonstrates that the program goals, design and activities are appropriate for the target population.

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Transfer Weight for the section on the Review Tool Summary Sheet

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Section H: Project Description (6 page maximum, assigned weight of 15%)

Element	Missing (0)	Rating (4-0)	Outstanding Response (4)
Overall Approach & Purpose Pg. 53	<ul style="list-style-type: none"> Does not provide an overall approach and purpose of the proposed project. 	0 1 2 3 4	<ul style="list-style-type: none"> Clearly and thoroughly describes the overall approach and purpose of the proposed project.
Appropriate Goals and Strategies Pg. 53	<ul style="list-style-type: none"> Did not cite applicable research supporting effectiveness of proposed strategy, if applicable. Did not explain why selected strategies were being proposed. Did not explain how strategies will be modified and will overcome weakness in documented research, if necessary 	0 1 2 3 4	<ul style="list-style-type: none"> Clearly and thoroughly cites applicable research supporting the effectiveness of proposed strategy, if applicable. Clearly and thoroughly explains why selected strategies are being proposed. Clearly and thoroughly explains how strategies will be modified to overcome weakness in documented research, if necessary.
Specific Target Population Pg. 53	<ul style="list-style-type: none"> Did not describe target population to be served by the proposed goal and affiliated strategy for each population being served 	0 1 2 3 4	<ul style="list-style-type: none"> Clearly and thoroughly describes target population to be served by the proposed goal and affiliated strategy for each population being served
Types of Services to be Provided Pg. 53	<ul style="list-style-type: none"> Did not describe the services to be provided Did not describe how services will be accomplished Did not describe how the target population will benefit Did not describe how services will support goals. Did not describe how the success of services will be measured 	0 1 2 3 4	<ul style="list-style-type: none"> Clearly and thoroughly describes and demonstrates the services to be provided. Services are appropriate and realistic Clearly describes and demonstrates how these services will be accomplished. Description is appropriate and realistic. Clearly describes and demonstrates how target population will benefit Clearly describes how services will support goals Clearly describes how the success of the services will be measured. Description is appropriate and realistic
Description of Organizational Structure Pg. 53	<ul style="list-style-type: none"> Did not describe the organizational structure Did not describe the relationships with other agencies Did not describe the staff composition. 	0 1 2 3 4	<ul style="list-style-type: none"> Clearly and thoroughly describes and demonstrates the organizational structure of the proposed project Clearly and thoroughly describes and demonstrates the relationships with other agencies. Clearly and describes the staff composition
Community Support and Participation in Application Pg. 53	<ul style="list-style-type: none"> Did not describe the community support and participation in developing the application Did not describe the participation and how it will continue throughout the implementation. 	0 1 2 3 4	<ul style="list-style-type: none"> Clearly and thoroughly describes and demonstrates the community support and participation in developing the application. Clearly and thoroughly describes the participation and how it will continue throughout the implementation.
Curricula for project Pg. 53	<ul style="list-style-type: none"> Did not indicate curricula title, author, publisher, date of publication, and general description of content and description of intended audience. Did not provide brief rationale for selected curriculum. Did not state applicant's experience and training in using intended curricula. 	0 1 2 3 4	<ul style="list-style-type: none"> Indicates curricula title, author, publisher, date of publication, and a general description of content and description of intended audience. Clearly and thoroughly provides appropriate rationale for selected curriculum. States applicant's experience and training in using intended curricula.

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☐ Inadequate

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Section I. Scope of Work (assigned weight of 15%)

Element	Missing (0)	Rating (4-0)	Outstanding Response (5)
Inclusion and Completeness Pg. 54	<ul style="list-style-type: none"> • Missing strategies • Items are missing. • No identification of strategies • No identification of gender • No identification of age groups • No identification of ethnic groups • Items are missing or not complete • Minimum participants to be reached • Number of sessions each participant will be provided • Number of meetings, presentations to be accomplished • Number of minutes each presentation/sessions will last. 	0 1 2 3 4	<ul style="list-style-type: none"> • Clearly identifies and outlines a minimum of three strategies and not more than five. • All items are clearly identified and clearly described: • Identification of specific strategies. Consistent with project description • Identification of gender (s) • Identification of age groups by percentage • Identification of ethnic groups by percentage • Clearly identifies the minimum of participants to be reached by each strategy • For the prevention education or other curriculum based strategies: clearly identifies the number of sessions each participant will be provided • For other strategy, clearly indicates the number of meetings, presentations, to be accomplished • Clearly indicates the number of minutes that each presentation/session or meetings will last
Goal and Overall Objective Pg. 54	<ul style="list-style-type: none"> • Goals are missing • The objective for each strategy is missing. • Genders for the objective is missing. • Percentage by each age group is missing. • Number of participants is missing. • Prevention education strategy is missing. • For curriculum-based strategy, curriculum is missing. • Did not indicate an objective to be part of the statewide outcome evaluation. • Objectives did not meet measurability requirements. • Objective(s) is not outcome based. 	0 1 2 3 4	<ul style="list-style-type: none"> • One of seven goals is clearly selected from the RFA that provides overall direction and consistent with the strategy selected • Overall objective is clearly indicated and measurable • Prevention Education strategy is included and clearly demonstrates minimum of eight hours. • If strategy is curriculum based, clearly indicates the specific curriculum. • Indicates an objective to be part of the statewide outcome evaluation. • Each objective is clearly outcome based, measurable, and realistic and includes methods used to evaluate. • For any type of curriculum based strategy, clearly indicates impact: competencies, increase knowledge, completion rates.
Activities Pg. 54	<ul style="list-style-type: none"> • Activities are missing • Key evaluation activities in meeting objective are missing. • Accomplishments of deliverables are missing • Collaboration activities are missing • Referral system or links to clinical services is missing • Key evaluation activities are missing 	0 1 2 3 4	<ul style="list-style-type: none"> • All key activities are listed and appropriate. The activities are completely addressed and realistic to project objectives. • Clearly contains measurable process evaluation methods • Demonstrates the accomplishments of deliverables for each objective • Clearly indicates collaboration and feedback to collaborators and subcontractors. • Clearly indicates referral system or links to clinical services • Activities include all key evaluation activities
Staffing and Timeframes Pg. 54	<ul style="list-style-type: none"> • Staff or subcontractors assigned to the project are missing. • Staff assignments are not appropriate and missing. • Activities are missing time frame. 	0 1 2 3 4	<ul style="list-style-type: none"> • Staff or subcontractor assigned for each key activity is specifically identified. • Staffing assignments to implement activities is appropriate and specific. • Include time frame. by month and year. for implementation: and timeframes

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			are reasonable.
Sites of Service Pg. 54	<ul style="list-style-type: none"> Sites of Service are missing. 	0 1 2 3 4	<ul style="list-style-type: none"> All sites where activities will take place are identified by actual name and/or locations are listed and consistent with collaborative roster and project description
FY 2003/04 & FY 2004/05 Work plan Narrative Pg. 54	<ul style="list-style-type: none"> Narrative is missing details and specifics for FY2 and FY3. Narrative for local evaluation is missing. 	0 1 2 3 4	<ul style="list-style-type: none"> The FY2 and FY3 work plan descriptions are included. Local Evaluation efforts are clearly described and addressed.
Logic Model Process Pg. 54	<ul style="list-style-type: none"> No indication of logic model process for program planning and implementation 	0 1 2 3 4	<ul style="list-style-type: none"> Clearly provides an indication of the logic model process for program planning and implementation

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- Check-off Appropriate Section Review

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- ☐ Adequate
☐ Inadequate

Transfer Weight for the section on the Review Tool Summary Sheet

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Section J: Evaluation Plan (3 page maximum, assigned weight of 10%)

Element	Missing (0)	Rating (0-4)	Outstanding Response (4)
Experience and Capacity Pg. 55	<ul style="list-style-type: none"> No past evaluation experience is provided. No ability to report data is described. 	0 1 2 3 4	<ul style="list-style-type: none"> Past evaluation experience in data collection clearly described. Ability to report data is clearly described.
Staff and budget for all evaluation efforts Pg. 55	<ul style="list-style-type: none"> No responsible staff or consultant identified. Identified staff or consultant experience is not explained. Percent time allocated for evaluation activities is missing. Amount allocated for evaluation activities is insufficient. 	0 1 2 3 4	<ul style="list-style-type: none"> Responsible staff or consultant clearly identified. Identified staff or consultant experience clearly explained. Percent time dedicated to evaluation activities is appropriate and sufficient. Amount allocated for evaluation is identified.
Local and statewide Evaluation Pg. 55	<ul style="list-style-type: none"> No step-by-step plan presented. 	0 1 2 3 4	<ul style="list-style-type: none"> Step-by-step outline for statewide local evaluation including: measurement tool development, data collection, data analysis, evaluation feedback loop, i.e. how evaluation results will be used to improve the overall project clearly presented.
Project planning Pg. 55	<ul style="list-style-type: none"> No process is described on selection of strategy. 	0 1 2 3 4	<ul style="list-style-type: none"> Clearly and thoroughly describes process used to decide which strategy/ sub strategy used with target population.
Agency's evaluation philosophy Pg. 55	<ul style="list-style-type: none"> Description of how evaluation fits into normal agency functioning is not provided. 	0 1 2 3 4	<ul style="list-style-type: none"> Describes how evaluation fits into normal agency functioning.
Public school involvement and approvals Pg. 55	<ul style="list-style-type: none"> Experience with requirements is missing. Experience in administering pre/post test in school is not provided. School Agreement Form(s) are not included. 	0 1 2 3 4 N/A	<ul style="list-style-type: none"> Experience or familiarity with requirements/ procedures to secure approvals to conduct pre/post tests is clearly outlined and/or described. Experience administering pre/posttests in schools is clear. The agency has obtained approval to administer Statewide Evaluation pre/posttests on the School Agreement Form.
Currently funded agencies Pg. 55	<ul style="list-style-type: none"> No description of findings for statewide findings No description of local evaluation findings 	0 1 2 3 4 N/A	<ul style="list-style-type: none"> Clearly and thoroughly describes. Findings from the agencies' OFP-funded Statewide Evaluation are clearly presented. Findings from Local Evaluation are clearly presented

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- ☐ Adequate
☐ Inadequate

Transfer Weight for the section on the Review Tool Summary Sheet

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Section K: Budget, Budget Justification, and Match Documentation (Assigned weight of 10%)

Element	Missing (0)	Rating (0-4)	Outstanding Response (4)
Overall Budget and Budget Justification Pg. 55-60	<ul style="list-style-type: none"> • The line item Budget and Budget Justification are missing. • The Budget Justification did not include costs related to evaluation activities. • Personnel and Operating costs are inappropriate and/or do not support the achievement of the project's goals and objectives or are missing. • Proposed expenditures include prohibited expenses or are missing. • The Indirect Cost line item exceeds the 15% maximum or is missing. • Audit cost are not included • Evaluation activities missing. • Operating costs are missing. • Operating costs missing. • Indirect Cost is missing. 	0 1 2 3 4	<ul style="list-style-type: none"> • The line item Budget and Budget Justification are submitted in the correct format and are mathematically accurate. • The Budget Justification includes a breakdown of costs related to evaluation activities. • All Personnel and Operating costs are appropriate and necessary to support the proposed project's goals and objectives. • All expenses are acceptable per the conditions stated in the RFA. • Audit cost is included. • Evaluation activities are acceptable per the conditions stated in the RFA • Operating costs are acceptable and appropriate to support the project. • Operating costs is clearly justified. • Indirect cost line item expenses do not exceed 15% of Personnel
Personnel Pg. 55-60	<ul style="list-style-type: none"> • Personnel section missing. • Staff position justifications are missing. • Positions extraneous to the direct delivery of the program are included in the Budget or missing. • A staff person or consultant is not identified to oversee both statewide and local evaluation activities or missing. 	0 1 2 3 4	<ul style="list-style-type: none"> • Personnel is clearly identified in terms of percent of time, monthly salary, and assigned work. • No staff positions are listed at less than 50% unless convincingly justified. • Only positions directly involved in the development, delivery and support of the project are listed (no administrative or fiscal staff) • A staff person or consultant is designated to oversee both statewide and local evaluation activities.
Subcontracts and Consultants Pg. 55-60	<ul style="list-style-type: none"> • Subcontractors/ consultants on the budget are missing. • Detailed line item budgets are not provided for subcontractors over \$5,000 annually are missing. 	0 1 2 3 4 N/A	<ul style="list-style-type: none"> • All subcontractors/consultants and their specific services are clearly identified. • Detailed line item budgets are provided for subcontractors receiving over \$5,000 per year.
Cost-effectiveness and completion by staff Pg. 55-60	<ul style="list-style-type: none"> • Costs are not appropriate or cost effective. • Missing specific objectives that each staff is responsible for completing 	0 1 2 3 4	<ul style="list-style-type: none"> • All costs are appropriate and necessary as it relates to the achievement of goals and objectives. • Clearly outlines the specific objective that each staff is responsible for completing.

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